

# Rank-in-Person at NGA

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**UNCLASSIFIED**

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# Rank-in-Person at NGA

## *Part of a Talent Management System*

An element of the talent management approach under Career Services construct

Dependent on:

- ▶ Workforce Planning
- ▶ Recruitment
- ▶ Career Development
- ▶ Assignments



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# Transition to Rank-in-Person

## Rank-in-Position



One person = one position  
Opportunities are based on available vacant position  
Organization-driven decisions  
Promotion criteria based on specific position requirements

## Rank-in-Person

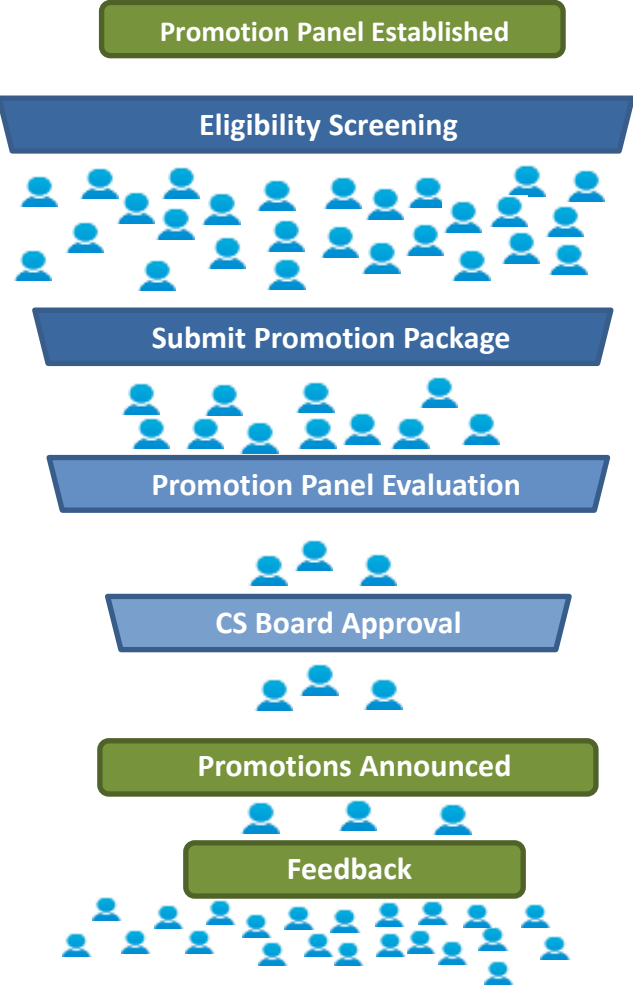
- Multiple candidates = multiple opportunities
- Annual process executed by Career Services
- Standardized evaluation process enables objectivity and consistency
- Corporate promotion criteria that recognizes leadership, technical expertise, and mission impact



# NGA's Design Principles



# How it works...



# Evaluating the Program



## What we learned ....

- Standardized evaluation process enabled objectivity and consistency
- Open and honest feedback: giving and seeking
- Whole-person evaluation of leadership, technical expertise, and mission impact

## What's next ....

- Implement to Pay Band 3s in FY16 – opening process to PB3-PB5 employees
- Integration with Career Service activities
- Continued communications



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